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AI Readiness Index Overview

The AI Readiness Index measures the readiness of companies to comprehensively integrate Artificial Intelligence (AI) into business models and operations.
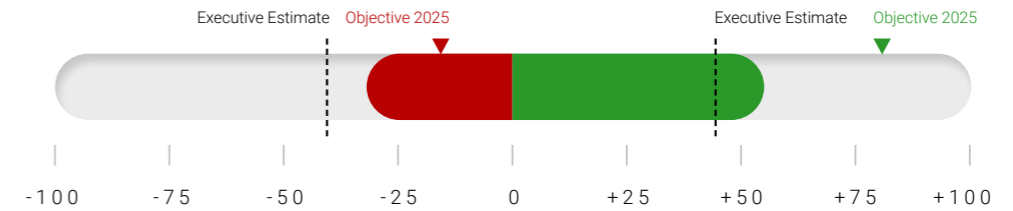
The tool analyzes the current situation within the organization and later evaluates the impact and success of digital change management initiatives.

The AI Readiness Index consolidates the expert assessments of all employees and stakeholders into aggregated indices and dashboard values.

A unique feature is that executives can estimate the results in advance, allowing them to check how well their perception of the company's situation aligns with the actual circumstances.

Übersicht

AI READINESS INDEX 2024

Executive Estimate   Objective 2025   Executive Estimate   Objective 2025

-100   -75   -50   -25   0   +25   +50   +75   +100

AI Readiness Index
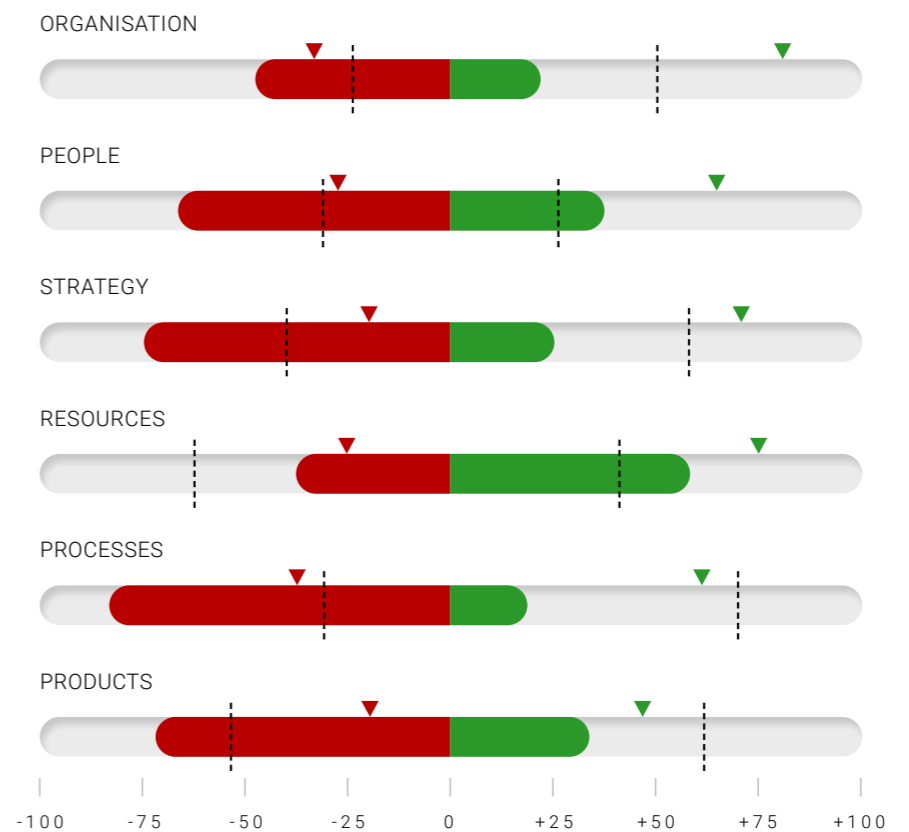## The Beginning of the AI Journey

When AI is to be comprehensively integrated into business models and processes, the AI Readiness Index offers the ideal tool to take the first professional steps.

The survey allows for the inclusion of all employees and stakeholders and provides a well-founded, systemic representation of the company's AI readiness, from which targeted interventions can be derived.

The survey can be conducted both digitally and in paper form. Participants can choose between questionnaire sizes in Small, Medium, or Large, and the survey is completely anonymous. Qualitative long texts are professionally evaluated, condensed, and summarized in a comprehensive report.

For each of the over 200 individual indicators, all relevant statistical results are provided, and the comprehensive report is individually created by an expert.

In future versions, there will also be the option to analyze all results with the specially trained AI model "Lara" and jointly develop potential intervention plans.

ORGANISATION

PEOPLE

STRATEGY

RESOURCES

PROCESSES

PRODUCTS

-100   -75   -50   -25   0   +25   +50   +75   +100

Ability, Willingness & Permission

Structur of Index
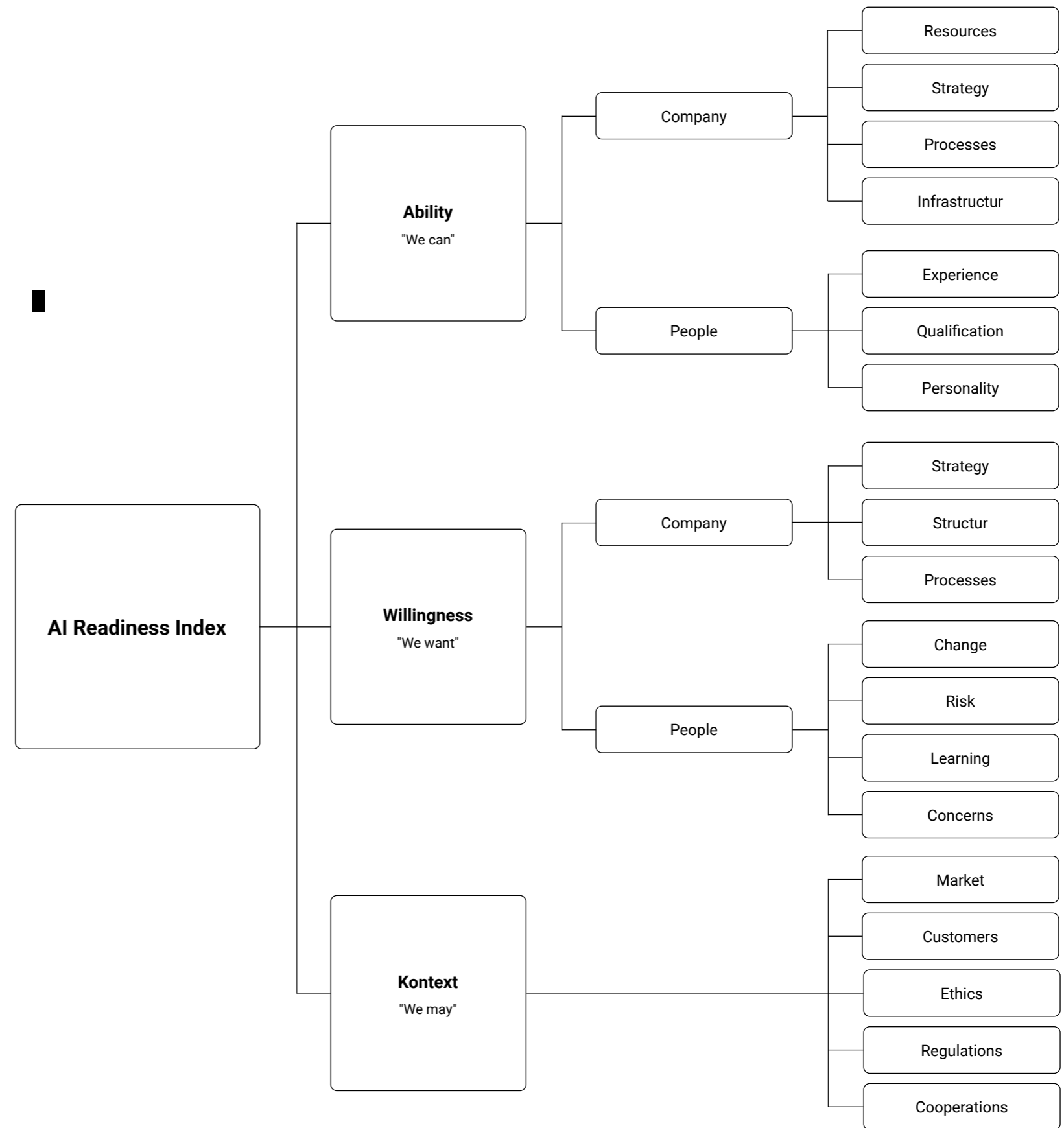## Ability, Willingness & Context

The AI Readiness Index is based on three key pillars:

Ability refers to the presence of technical infrastructure, necessary competencies, and organizational capacity.
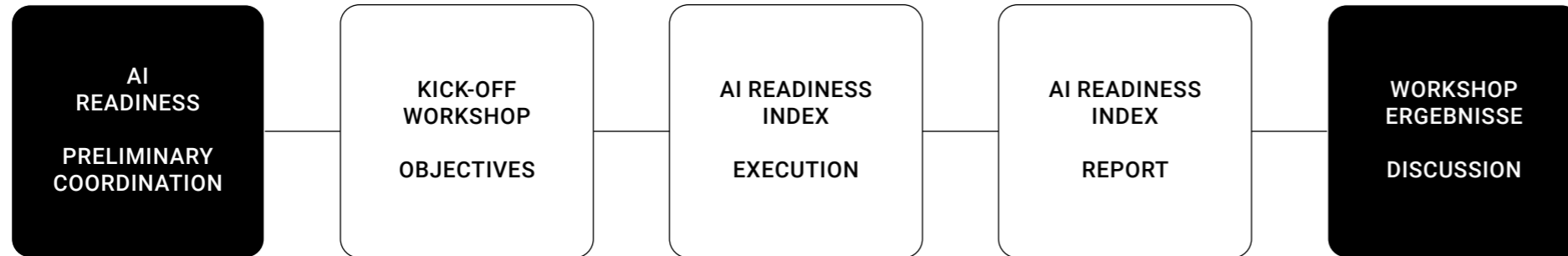
Willingness encompasses the company's and employees' readiness to actively integrate AI and support the associated transformation.

Context relates to external conditions such as regulatory requirements, market demands, and technological developments.

Only when these three aspects are positively aligned at all levels can AI integration be successful and sustainable.

AI Readiness Index

Ability
"We can"
- Company
  - Resources
  - Strategy
  - Processes
  - Infrastructur
- People
  - Experience
  - Qualification
  - Personality

Willingness
"We want"
- Company
  - Strategy
  - Structur
  - Processes
- People
  - Change
  - Risk
  - Learning
  - Concerns

Kontext
"We may"
- Market
- Customers
- Ethics
- Regulations
- Cooperations

Roadmap

AI READINESS
PRELIMINARY COORDINATION

KICK-OFF WORKSHOP
OBJECTIVES

AI READINESS INDEX
EXECUTION

AI READINESS INDEX
REPORT

WORKSHOP ERGEBNISSE
DISCUSSION

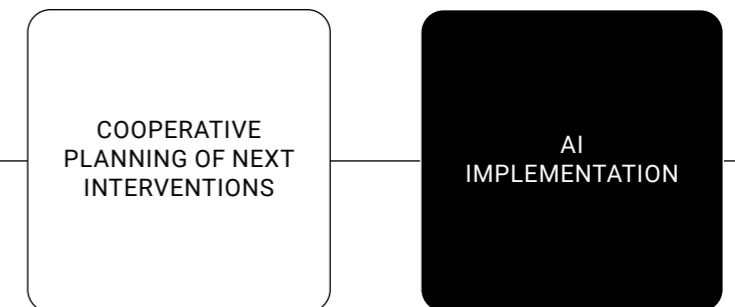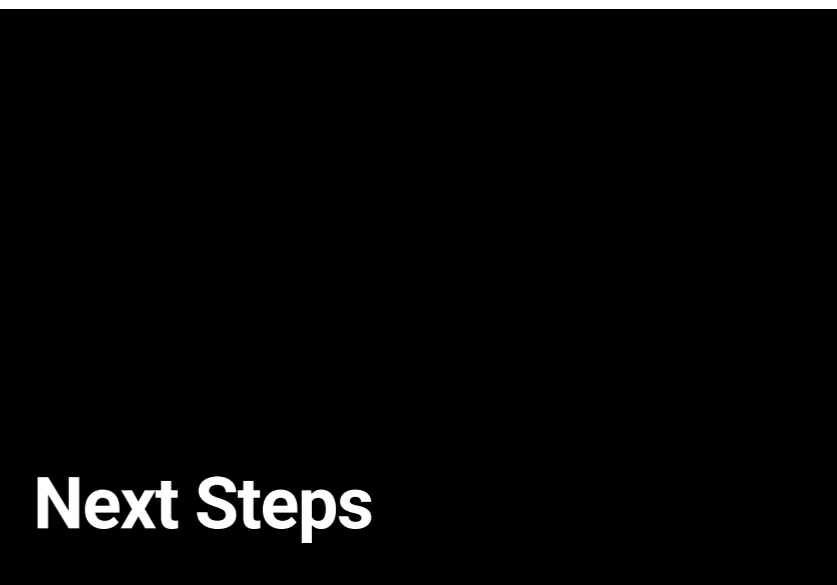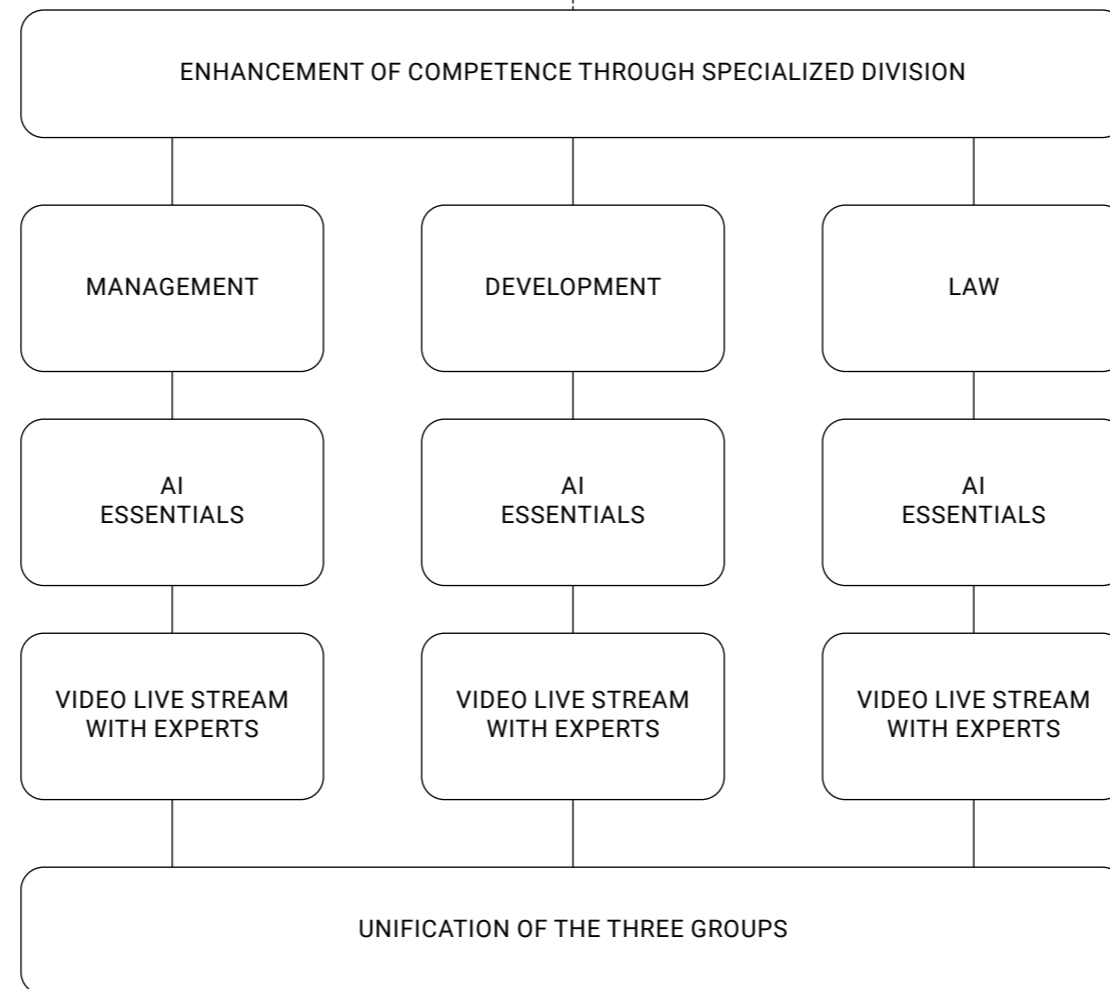The first AI Readiness Index assessment takes 3-4 weeks.

Optional
Enhance Competence

The AI Readiness Index is the first major, official step toward AI integration.

Based on the assessment results, internal training sessions for developing basic competencies can be planned and implemented.

It is recommended to divide these into three key areas of expertise: management, technical development, and legal.

These highly qualified experts form the planning and steering committee, ensuring the achievement of organizational AI competence and, ultimately, AI profitability, based on measurable ROI evaluations.

ENHANCEMENT OF COMPETENCE THROUGH SPECIALIZED DIVISION

MANAGEMENT

DEVELOPMENT

LAW

AI ESSENTIALS

AI ESSENTIALS

AI ESSENTIALS

VIDEO LIVE STREAM WITH EXPERTS

VIDEO LIVE STREAM WITH EXPERTS

VIDEO LIVE STREAM WITH EXPERTS

UNIFICATION OF THE THREE GROUPS

COOPERATIVE PLANNING OF NEXT INTERVENTIONS

AI IMPLEMENTATION

Next Steps

AI Competence

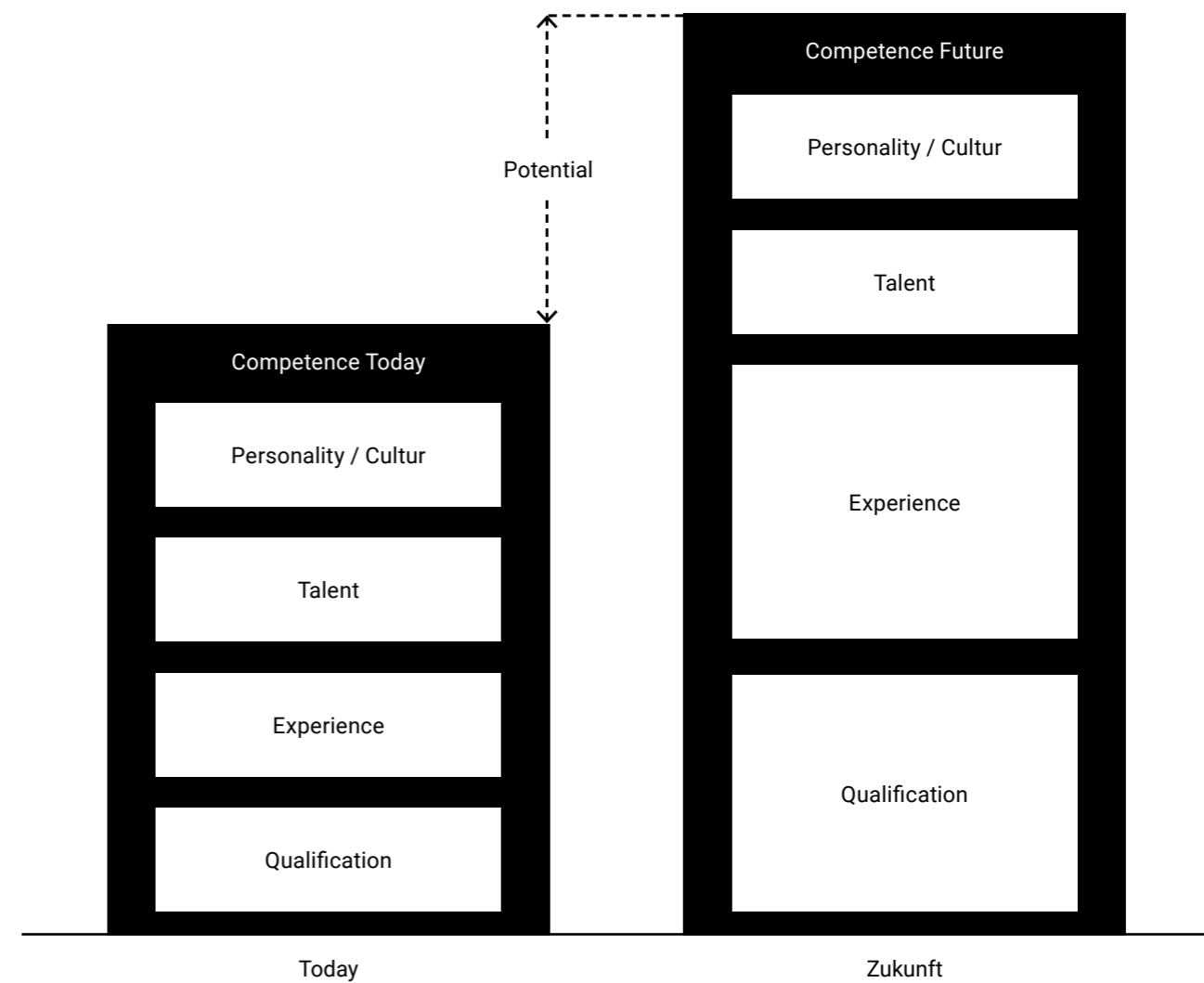## Focus
AI Competence Enhancement

Competence, both in general and in the field of AI, consists of several factors at both the individual and organizational levels.

The foundation for this is the personality structure of an individual or the culture of an organization or organizational unit, such as a team. Combined with the manifestation of the talent factor, this results in a basic skill set and tendencies for interests and activities.

Qualifications include all professional training that enables a person or organization to competently perform a function or task.

Experience is the result of applying these factors in practice.

This simple concept also forms the basis of the AI Readiness Index. Both the measurement and the recommendations and further interventions derived from it are designed to promote these aspects of AI readiness.

Competence Today

- Personality / Cultur
- Talent
- Experience
- Qualification

Today

Competence Future

- Personality / Cultur
- Talent
- Experience
- Qualification

Zukunft

Potential

FAQ

Why was the AI Readiness Index developed for companies?

Many companies cannot clearly define how well they are actually prepared for AI, how employees assess a potential integration from a technical perspective, and what challenges might arise during implementation. The AI Readiness Index was developed to provide companies, organizational developers, and technical developers with a relatively easy-to-use tool that identifies the key situational factors influencing the success of the desired AI integration.

How are "Ability, Willingness, and Context" measured?

Ability is measured by factors such as infrastructure, technology stack, and the skills of the employees. Willingness takes into account leadership support, the company's readiness for innovation, and its willingness to embrace organizational changes. Context considers external factors such as regulatory frameworks, market conditions, and the competitive landscape.

How long does the first application of the AI Readiness Index take?

The first application of the AI Readiness Index typically takes 3-4 weeks. The process starts with a kick-off workshop to align goals and objectives. This is followed by the actual measurement of the index, after which a report is prepared. Finally, a second workshop is held to discuss the results. A possible post-test measurement, which serves to validate or adjust the results, takes about 1-2 weeks until the final report is presented.

What are the most common barriers to AI adoption?

A lack of technical infrastructure or skills is often a hurdle. Companies frequently underestimate the importance of preparing teams and systems. Another common bottleneck is the lack of support or engagement from leadership. It is essential to have a clear vision and culture that supports digital transformation.

How often can the AI Readiness Index be used?

It is recommended to use the index regularly—especially before and after the launch of new AI initiatives. It can help companies track their growth and readiness during digital transformation and ensure they are proactively prepared for AI implementation.

Why are executives (leaders) invited to provide an estimate?

Executives steer and influence the company through their coordinating activities. The better they can assess the current conditions and situation in the organization, the more targeted and effective the resulting measures can be. Good executives recognize both strong and weak system states. They participate in the survey and are then asked to provide an estimate of how they think the survey results will turn out.

How should low positive or high negative scores in the AI Readiness Index be interpreted?

An unfavorable score does not represent a failure but rather an opportunity for improvement. It highlights areas that require special attention and provides a starting point for a roadmap to increase AI readiness—whether through investments in training or technical improvements.

How should the initial steps toward AI adoption be taken?
It is recommended to start small and gradually scale up. Companies can focus on initial low-risk AI projects that have a significant impact. The index helps assess the readiness for such initiatives and, with successful implementation, allows for incremental growth.

Authors of the AI Readiness Index Science

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AI

Supporting people,
not just replacing them.

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